

**US EXECUTIVE APPROVAL FORM****Hudson Highland Group, Inc.****HQAPP Requests:**

Privileged Material Redacted

**TIER 1 Requests:**

Privileged Material Redacted

2. Change Price hold Minimum purchase requirement to \$10,000

**Previously Approved – (May 9, 2003)**

1. Discount approval: Store plus 40% for 65% total discount. (March 24<sup>th</sup> Price List)
2. 2 Renewal Years at 0% for support
3. 12 Month Price Hold for products on order form
4. Allow reduced professional user minimum - Customer is buying licenses for all employees (HR, Payroll, OTL, HR Self Serv)

**SECTION II – Deal Summary:**

Deal Summary	
Programs	Ebusiness Suite 2003, 40 Professional Users
	Add Ons:

	Payroll 3,400 persons HR 3,400 persons OTL 3,400 persons HR Advanced Benefits 3,400 persons HR Intelligence 3,400 persons HR Self Service 3,400 persons Internet Expenses 36,000 expense reports
License Discount	65% (ebiz + 40%)
Support Discount	65 % (ebiz + 40%)
Support Options/Holds	2 Year Flat Support Renewal Fee
Price Holds	12 Months at 65% for Products on Order Form
List License	\$1,089,215
List Support	\$239,627.30
Net License	\$381,225.25
Net Support	\$83,869.56
Net Total Price	\$465,094.81
Price List Used	March 24, 2003

**Justification:**

- Hudson is a professional services organization. 98% of their employees are consultants or non-Backoffice workers. Therefore they only have 40 employees that need "Professional User" access to the system. They will be licensing for the rest of their employees by licensing the E Business Suite 2003 Add on products – HR, Payroll, Advanced Benefits, Oracle Time and Labor, Internet Expenses.
- Oracle is in an extremely competitive situation with Peoplesoft for an HR, Payroll, and Projects deal. Peoplesoft is installed in another division. Peoplesoft has focused on "people industry references" and has impressed Hudson with them. As an incentive to roll out Peoplesoft, Peoplesoft is offering to delay license payments until implementation milestones are met and is offering a comparable suite of products for \$250,000. In order to beat Peoplesoft in their own account, we need to extend this discount.

**Recommendation:**

Approve. Comments above.

**Submitted By:** *Bob Matenkosky / Tony Perrigan*

R: 05/30/03

C: 05/30/03

L: 05/30/03

A: 05/30/03

BP: swong